

CAMPBELL HALL SCHOOL FOR GIRLS

AN INDEPENDENT PRIVATE HIGH SCHOOL FOR GIRLS GRADES 9-12

HOW TO CREATE AN INCLUSIVE SCHOOL



A person wearing a red dress over blue jeans and black flat shoes is walking from left to right. They are carrying a large black backpack and holding a white folder or portfolio under their arm. The background consists of a wall of blue school lockers with silver handles. The floor is light-colored tile with some colorful geometric patterns in blue, orange, and purple.

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CREATE AN INCLUSIVE CULTURE

Create an inclusive culture by encouraging employees and students to share their ideas, perspectives, and feedback openly and respectfully.



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FORM AN INCLUSION, DIVERSITY, EQUITY, AND ACCESS (IDEA) COALITION

Establish a guiding coalition of teachers, school leaders, students, parents, and community members committed to promoting inclusion, diversity, equity, and access within the school.

CONDUCT A DEI AUDIT

Assess the current state of inclusion, diversity, equity, and access within the school by examining policies, curriculum materials, hiring practices, disciplinary actions, and student demographics. Identify areas for improvement and prioritize key issues to address.



REVIEW AND UPDATE CURRICULUM & POLICIES REGULARLY.

Review and revise curriculum materials to accurately represent diverse perspectives, cultures, histories, and identities. Incorporate multicultural literature, inclusive language, and diverse content across all subject areas.



IMPLEMENT ANTI-BIAS TRAINING

Provide comprehensive anti-bias training for all stakeholders to increase awareness of implicit biases, promote cultural competence, and foster inclusive teaching practices.

SET UP A SYSTEM OF ACCOUNTABILITY

Create a system where everyone is responsible for promoting an inclusive school environment, not just school leaders and department or management team.



RECOGNIZE AND CELEBRATE DIVERSITY

Recognize and celebrate students and employees' different backgrounds and cultures and make sure everyone feels valued for who they are.



COMMIT TO CONTINUOUS IMPROVEMENT

Embed a commitment to inclusion, diversity, equity, and access into the school's culture and organizational structure. Regularly revisit and update IDEA policies, practices, and programs to reflect evolving needs and priorities.



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MONITOR PROGRESS AND EVALUATE OUTCOMES

Celebrate diversity through multicultural events, guest speakers, and cultural exchange programs, and foster opportunities for cross-cultural dialogue and collaboration.

ENGAGE FAMILIES AND THE COMMUNITY

Establish partnerships with families, community organizations, and local stakeholders to promote inclusion, diversity, equity, and access both within the school and the broader community. Involve parents and caregivers in decision-making processes and provide resources to support their engagement in their children's education.



CAMPBELL HALL GIRLS
BELONG EVERYWHERE.

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